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RESEARCH & ANALYSIS

Utahns

WHO WORK MULTIPLE
JOBS AT THE SAME TIME
DEC. 2021

Insights on multiple
jobholders' earnings,
industries and trends over
time



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Abstract

This report provides a deeper insight on Utahns who work multiple jobs at the same time, known as multiple jobholders. Through its administration of Utah's Unemployment Insurance (UI) program, the Utah Department of Workforce Services collects administrative data used in this report to analyze the state's multiple jobholders. This offers a more comprehensive look into multiple jobholding in Utah compared to previous surveys and research that lacked data access or resources.

Approximately 6% of Utah's labor force engages in working two jobs at the same time. This percentage has held steady for roughly the last 20 years. However, recent data suggests this may be in the initial stages of trending downward. When analyzing economic patterns through linear regressions, findings suggest that multiple jobholding decreases when there are increases in either labor demand or the unemployment rate. As for trends by industry, all industry sectors have workers who engage in a second job, but the practice is more prevalent in service industries. Primary jobholders generally find second jobs across the entire industry spectrum, but there are a few noticeable links where the industry of the primary jobholder is also the industry in which they find a second job.

Surprisingly, low primary job wage earners are not the most prevalent group to engage in a second job. Instead, it is mid-range wage earners. Secondary job earnings roughly constitute 22% of a multiple jobholder's overall wages, though these percentages decelerate over time for the entire range of primary wage earnings. The lower the primary wage earnings, the larger the secondary earnings contributed to their overall earnings.

Introduction

Multiple jobholding is a common labor market practice. It describes people who work more than one job at the same time in a given period. This research provides a partial summary of multiple jobholding within the Utah economy.

Knowledge surrounding multiple jobholding is rather limited. The U.S. Bureau of Labor Statistics (BLS) estimates the percentage of multiple jobholding for each state, but offers no reckoning beyond that. This study adds more particulars by analyzing Utah's unemployment insurance system's payroll records, through which an individual can be identified as holding two jobs at the same time. But particulars from that data itself will be limited as it does not provide demographic information about an individual, such as gender, age, race or ethnicity.

What the data can provide is a more comprehensive census-approach to Utah's multiple jobholding, in contrast to BLS' survey approach. Industries can be identified that find themselves as targets of multiple jobholding. Income levels of primary workers can be summarized to see if wage earning, or lack thereof, are a major spur toward holding a second job.

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It is not rare for a person to take on a second job in addition to their primary job. There can be various reasons why, but two stand out. The first is economic. Some people need the additional income and benefits they receive from a second job. The second is that people can find satisfaction and enjoyment in an alternate work setting (Lale, 2019).

Flexible hours, high work autonomy and supplemental income may make a second job an appealing option. Holding multiple jobs allows people to employ their skills or resources in additional areas. This adds value across an economy.

Is having a second job a necessity (economic need) or a luxury (personal satisfaction)?

National survey data suggest it is more a necessity than some other type of fulfillment, but worker age plays a factor in such a dichotomy (BLS, National Labor Review, July 2010). Younger workers hold second jobs primarily to earn extra money (economic reasons). Older workers do the same, but their proportion for economic reasons lowers as age increases and trends toward interest, satisfaction, entrepreneurship or enjoyment. With Utah having the nation's youngest labor force, one may assume that Utah's multiple jobholders work more for economic necessity than other fulfillments.

Not only does Utah have the youngest labor force, but it also has the nation's youngest population and fastest population growth. The state's unemployment rate is also perpetually low meaning labor availability can be limited. This restriction may promote multiple jobholding opportunities. Therefore, it is beneficial to evaluate multiple jobholding behaviors to better understand how they may influence Utah's labor market. All things surrounding Utah's vital labor supply are better known than unknown.

A sizable and comprehensive modality through which to measure multiple jobholding is the state's unemployment insurance system. Through it, this research analyzes if Utah's employee's multiple jobholding rate is correlated, either positively or negatively, with the state unemployment rate and job openings over the same time. Further, the industry and wage information of both the primary and secondary jobs of Utah's multiple jobholders are examined.

Literature Review

The Bureau of Labor Statistics' Current Population Survey (CPS) defines multiple jobholders as "people who had two or more jobs during the survey reference week, at least one of which was a wage and salary job" (BLS 2020). In 2019, 5.1% of U.S. workers were multiple jobholders, a rate similar to previous years (Multiple Jobholders by Selected Characteristics 2020). Additional BLS research shows that the multiple jobholding rate was consistently in a range spanning 5% and 6% from 1994 to 2019 (BLS 2019).

However, multiple jobholding rates become more varied when measured across different time spans and using different household survey sources. For instance, the redesigned CPS Survey of Income and Program Participation (SIPP) shows different rates than the traditional CPS data. In 2013, the SIPP data showed that 8.3% of workers held more than one job and most of these multiple jobholders held both jobs year-round in the same year.

This is 2 to 3 percentage points higher than the traditional CPS monthly survey result (Beckhusen, 2019). These BLS national multiple jobholding rates are challenged by the U.S. Census Bureau study based on the Longitudinal Employer-Household Dynamic (LEHD) data. The Bureau's study expressed a general upward trend of multiple jobholding in the past 20 years, from 6.8% in 1996 to 7.8% in 2018 (Bailey & Spletzer, 2020).

Another study by Abraham et al. (2020) analyzes public data sources and classifies arrangements of work. The study concludes that the traditional household CPS data, compared with various administrative records, has not captured the increasing fraction of the labor force engaged in self-employment and temporary jobs (Abraham, Haltiwanger, Sandusky, & Spletzer, 2020). At the moment, very few studies are using census-comprehensive wage records for the examination of multiple jobholding. Bailey & Spletzer (2020) are an exception, as they have analyzed the LEHD data, which is built on census-expansive UI wage records and supplemental demographic information. However, Utah is not among the 18 states that their report studied.

In general, multiple jobholding studies have focused on the national level. There are few findings on state-level multiple jobholding details. It is important for Utah stakeholders and decision makers to understand

multiple jobholding in the labor force since some of the state's demographic factors might be more prone to it. Based on the latest national CPS survey, people between 20 and 24 years old have a higher multiple jobholding rate than older age groups. Utah has the nation's lowest median age at 30.5 years (U.S. Census, 2020).

Therefore, it can be theorized that the multiple jobholding rate in Utah may be higher than the nation's rate.

Additionally, women tend to have higher multiple jobholding rates than men. Combine this with Utah leading the nation in the percentage of women working part-time and these may contribute to a higher rate for Utah than the nation for multiple jobholding (IWPR, 2020). If more people are working part-time, then more people may be holding multiple jobs since part-time jobs give people the flexibility and/or the economic need to take another job. Conversely, obligations such as child or elderly care alongside a primary job may reduce people's commitment to, or time available for, a second job.

Supporting this idea, the CPS survey shows higher multiple jobholding among women who were never married than women who were married. However, it is the opposite for men. Married men engaged in multiple jobholding in higher percentages than those who were never married (U.S. Bureau of Labor Statistics, 2021). Past literature has not explored whether these demographic factors, in total, correlate with Utah's multiple jobholding rate compared to the national average.

As is known from the general economy, people will typically find jobs more easily when the overall economic situation is robust. One would expect the same for multiple jobseekers: more people will have second jobs because of increased opportunities when the economy is vigorous. On the other hand, income reductions during adverse economic situations may compel people to seek second jobs to backfill their income.

During the COVID-19 recession, one study found that the number of multiple jobholders had seen a significant drop (Rho & Fremstad, 2020). However, this trend may be confined to the unique pandemic situation as a previous study found acyclic relationships between multiple jobholding and unemployment

(Hirsch, Husain, Winters, 2016). Meanwhile, the CPS results show that the percent of multiple jobholders stayed consistent during the last two decades (Multiple Jobholders by Selected Characteristics 2020). Therefore, it remains clouded as to whether more people have multiple jobs during economic expansions or downturns.

Besides economic cycles, the industry movement of multiple jobholding will provide insight into where people find their second job. It is common for workers to have a second job in the same industry as their primary job, as their skillset and job familiarity translates well. At the national level in 2013, 74% of multiple jobholding men and 66% of multiple jobholding women had their second jobs in the same industry (Beckhusen, 2019). However, other industries may draw people into second jobs based upon a different industry's underlying characteristics. Lale (2019) shows that people are more likely to find a second job, such as in public education, due to its convenient work schedule.

BLS data reveals that multiple jobholding behaviors are common among younger workers. They generally make lower wages in jobs that do not demand high skills. Therefore, younger workers may cluster in industries that have lower average salaries. Additionally, younger workers tend to be concentrated in industries that provide flexible schedules, such as the leisure and hospitality industry (U.S. Bureau of Labor Statistics, 2021).

In 2020, the COVID-19 recession may have affected multiple jobholding behaviors differently than the Great Recession.

At the pandemic's beginning, many industries deemed recession-proof were hit hard by health protocols. For example, the healthcare and education industries continued hiring during the Great Recession but saw large layoffs in 2020 (U.S. Bureau of Labor Statistics, 2021).

As these industries provide convenient schedules that are attractive to multiple jobholders, there is a reasonable belief that many of these industry's part-time workers were among those who lost their jobs. The industry profile of multiple jobholding behaviors is important for understanding the pandemic's impact on this portion of the labor force.

Method: Data

Two administrative databases are used for analyzing Utah's multiple jobholding characteristics. They are the payroll reporting into the Utah Unemployment Insurance (UI) Tax System, and the Utah portion of the U.S. Bureau of Labor Statistics' Quarterly Census of Employment and Wages (QCEW). The former captures individual worker payroll earnings at each company a person works at during each calendar quarter. The latter is used to identify the company's industrial identification. This report analyzes 20 years of Utah worker payroll information (calendar quarter 2001 Q4 to 2020 Q4).

The UI wage system data has a unique advantage over survey data as it encapsulates more than 90 percent of all Utah employment. Therefore, it can profile multiple jobholding information from a census perspective instead of a survey assessment (U.S. Bureau of Labor Statistics, 2021). Since this study aims to profile the multiple jobholding status of all wage earners in Utah, individual worker payroll earnings are analyzed. The UI data provides the foundation to track multiple jobholding movements and earnings. The QCEW data is then appended to identify the employer's industry classification. It additionally provides clarity for tracking a worker through any company-based UI system administrative changes, and to follow worker records even through company mergers and acquisitions (U.S. Bureau of Labor Statistics, 2019). This ensures that identified multiple payroll job holdings are not lost or missed due to company accounting or administrative changes.

For discovering any relationships between multiple jobholding and the overall job market's health, this report utilizes regression analysis upon both Utah's unemployment rates and Burning Glass' Help Wanted Online (HWOL) job posting data from 2012 to 2020. As a proxy of Utah's potential labor supply, this report cites BLS' quarterly Utah U-6 "Labor Underutilization" rates from calendar quarters 2003 Q1 to 2020 Q4. The U-6 underutilization measure includes not only those officially classified as unemployed, but also workers who are marginally attached to the labor force, (which includes those who are discouraged about finding a job,) and also people working part-time for reasons not related to their own choosing (U.S. Bureau of Labor Statistics, 2021). The more expansive U-6 underutilization measure is a broader net for

estimating those who say they want to work or increase their hours than the official U-3 unemployment rate. Burning Glass' Help Wanted Online (HWOL) aggregated job postings provide an historical proxy for labor demand (The Conference Board, 2021). A frequency adjustment was implemented to ensure these data align with the quarterly UI payroll reporting.

Definitions

Multiple jobholders who are stable Utah employees

In this study, employees who are stable in Utah's labor force are isolated for multiple jobholding inclusion. A "stable" employee is defined as a person with payroll wages from the same Utah UI-registered employer across three consecutive quarters. The middle, intervening quarter, will be used as the reference quarter for the stable jobholding identification. With employment before and after the reference quarter, this reveals that the reference quarter is a full-employment quarter with the same employer. This gives the job its "stable" identification in contrast to employment tenures that are transitory.

UI data only summarizes an individual worker's total quarterly wage earnings. It does not include their occupational title, hours worked, hourly wage, nor their employment start or end dates. In order to reasonably assume employees were employed throughout a reference quarter, the employer-employee relationship needed to be the same in the quarter before and after. If the same employer is identified across all three quarters, then it is assumed the employee worked for that employer across the entire reference quarter.

The same criteria was used to identify and tag an individual's second job. This is for two reasons. First, the desire is to only capture the underlying foundational platform of multiple jobholding in Utah. Including short bursts of multiple jobholding will misrepresent the searched-for foundational factors of multiple jobholding. The second is to ensure that the wage relations between primary and secondary jobs are full-quarter to full-quarter, and to garner what primary job wage characteristics might be trigger

points for holding or targeting a secondary job. Hence, this report will determine an individual as a stable employee who is a multiple jobholder for the reference quarter if both their first and second jobs fulfill the same employer-employee relationship across the same three consecutive quarters. For simplicity, the rest of the report will use “multiple jobholder” to refer to these stable employees who work multiple jobs at the same time.

Primary & secondary jobs

For every identified multiple jobholder in Utah, their total quarterly wages across each job are used to identify their primary job. The “primary job” is the job at which the individual earned the highest amount of wages during the reference quarter. Similarly, “secondary job” means the job at which the individual earned the second-highest amount of wages during the reference quarter. This definition is similar to what Bailey & Spletzer (2020) used for the LEHD data. By establishing job priority through wage rankings, we can then examine the wage ratios between primary and secondary jobs.



Data Analysis

This report’s analysis can be categorized as both descriptive and statistical. For descriptive analyses, the basic data are joined, cleaned, wrangled, and aggregated to generate the analytical results and conclusions. These aim to profile the multiple jobholding behavior of stable employees in Utah.

For the statistical analyses, time series and regression analyses were employed to answer different questions. To detect the pattern of multiple jobholding over time, X-13ARIMA-SEATS (X-13) seasonal adjustments are implemented on the total and ratio of multiple jobholders. The X-13 method is employed for its well-established methodology and popularity among government statistical agencies (Tiller & Evans, 2018). Additionally, two univariate linear regression analyses were constructed to examine for any relationship between multiple jobholding and the broader economic cycles.

The first univariate regression examines any relationships between the multiple jobholding behavior and the proxy for labor supply. Changes were analyzed between multiple jobholder quantities and the change in the U-6 underutilization rate. When individuals no longer hold one of their multiple jobs in the following quarter ($t+1$), they are no longer tagged as multiple jobholders in the reference quarter (t). The multiple jobholder definition demands employment in the reference quarter (t), the previous quarter ($t-1$), and the following quarter ($t+1$). The equation aims to show the contemporaneous relationship between multiple jobholders and the Utah U-6 rate.

A second univariate regression examines for any relationship between the multiple jobholding behaviors and labor demand. The relational measure is between the changes in multiple jobholders and Utah’s total Burning Glass job postings. This equation is designed to expose any contemporaneous correlation between multiple jobholders and the Utah Burning Glass job postings.

Both descriptive and statistical analyses were performed in R v4.0.4 (R Core Development Team, 2018).

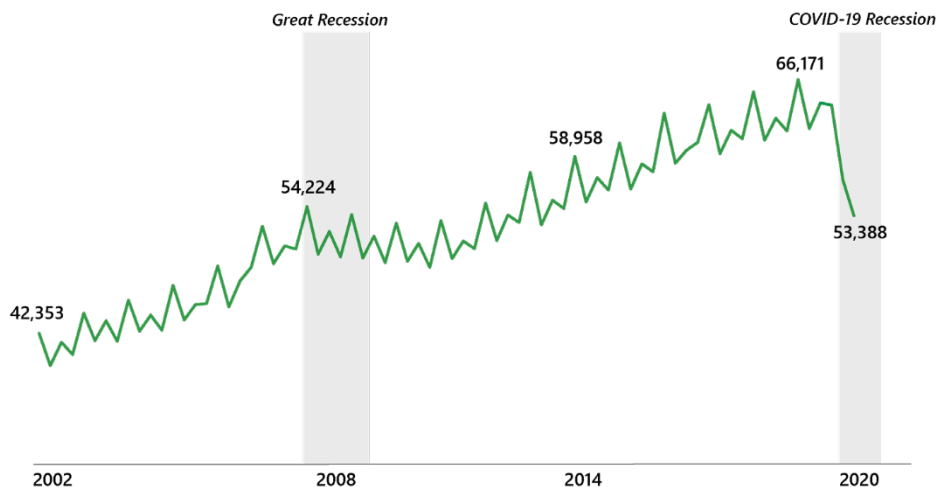
Results

Utah's multiple jobholders (2002 Q1 - 2020 Q3)

I. Total multiple jobholders over time

In Figure 1, Utah's multiple jobholder counts were assembled and displayed for each calendar quarter between 2002 Q1 and 2020 Q3. Two periods of economic recessions are highlighted in gray. Total multiple jobholder employment increased by roughly 50% in the 2000s, from approximately 40,000 to 60,000 people just before the COVID-19 outbreak in the first quarter of 2020.

Figure 1. Utah's Total Multiple Jobholders (2002 Q1 — 2020 Q3)



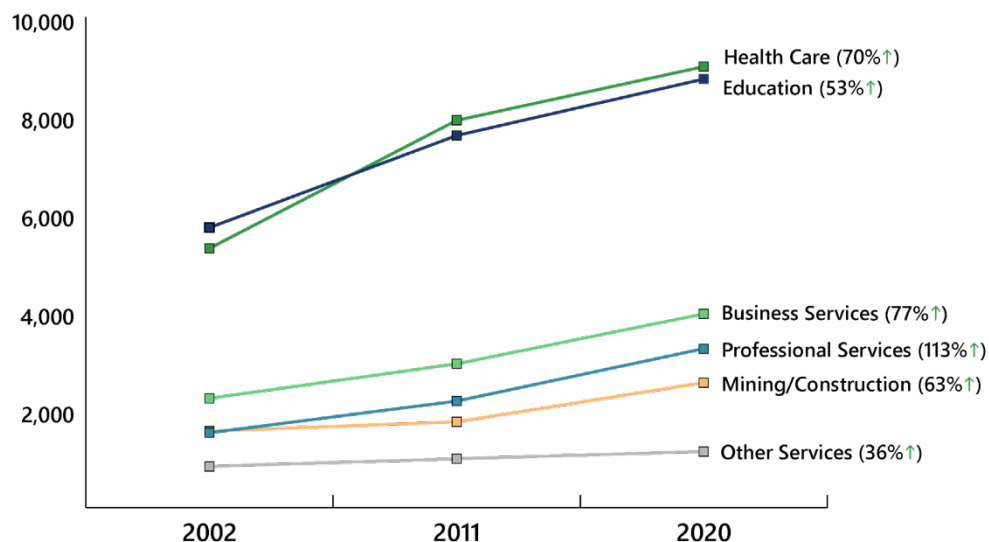
Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

II. Industry growth of

multiple jobholding by primary job

Figures 2-3 and Tables 1-2 illustrate various multiple jobholding details by major industry groups. Figure 2 shows industries of the primary job with the most growth of multiple jobholding quantities over time. Are these gains due to those industries making up a larger share of general economic growth, or is the percent of multiple jobholders increasing? The next figure sheds light on this question.

Figure 2. Industries with Highest Growth of Multiple Jobholders by Primary Job (2002, 2011, 2020 Q1s)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

III. Multiple jobholders by industry of primary job

Table 1 tracks the distribution of multiple jobholders over time within major industries. Health care and education are identified as the industries where the largest portion of multiple jobholders hold their primary job—each at 17% in 2020.

A second tier of industries are near 10%, including retail, leisure and hospitality, public administration, and business services.

Importantly, health care, education, business services, and professional services all show increasing percentages of multiple jobholders over time and are also among the industries with higher overall expansion.

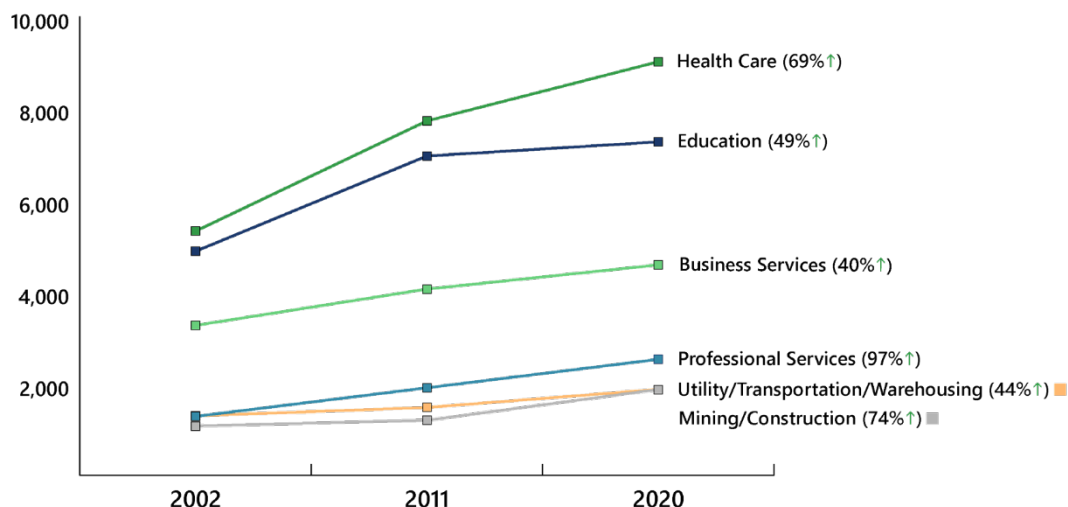
Table 1. Distribution of Multiple Jobholders by Industry of Primary Job (2002 Q1, 2020 Q3)

RANK	INDUSTRY OF PRIMARY JOB	2002	2020
1	Health Care	13%	17%
2	Education	15%	17%
3	Retail	10%	9%
4	Leisure & Hospitality	10%	9%
5	Public Administration	11%	8%
6	Business Services	6%	8%
7	Manufacturing	10%	7%
8	Professional Services	4%	6%
9	Financial	6%	5%
10	Mining/Construction	4%	5%
11	Wholesale Trade	4%	3%
12	Utility/Transport/Warehousing	4%	3%
13	Other Services	2%	2%
14	Information	2%	2%

IV. Industry growth of multiple jobholding by secondary job

Figure 3 shows industries of the secondary job with the most growth of multiple jobholding quantities over time. In comparing Figures 2 and 3, we see that there is a relatively large spread of industries for the primary job, while secondary jobs are more concentrated in select industries. These include education, health care, business services, and professional services, which provide significant part-time employment opportunities.

Figure 3. Industries with Highest Growth of Multiple Jobholders by Secondary Job (2002, 2011, 2020 Q1s)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

V. Multiple jobholders by industry of secondary job

Table 2 shows the distribution of multiple jobholders by the industry of their secondary job. Here there are some differences between primary and secondary industries previously mentioned (Table 1).

Health care remains at the top with 17% of multiple jobholders working in that industry, while 16% work in leisure and hospitality. This is followed by retail and education, each with 14% of multiple jobholders working in those industries.

The less common industries for a secondary job were information, wholesale trade, manufacturing and financial services.

VI. Total multiple jobholders - seasonally adjusted and unadjusted

The same data shown in Figure 1 is included in Figure 4 along with an X-13 method seasonally adjusted version overlay. Figure 4 shows the trend of multiple jobholding followed an upward trajectory between 2002 and 2019.

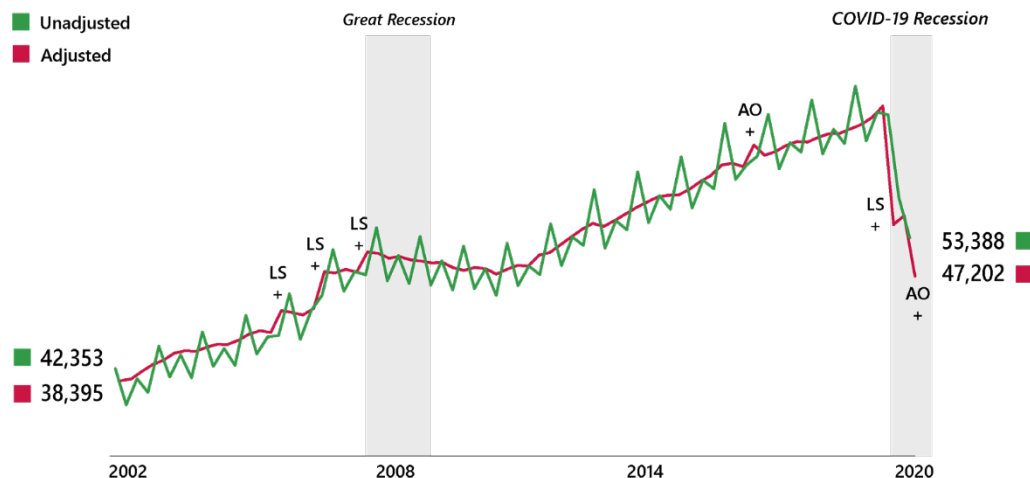
Three consecutive upward level shifts (LS) occurred in 2005, 2006 and 2007; each during the fourth quarter. Three consecutive shifts speak to structural changes occurring during these three years. These level shifts could result from Utah's strong economy and hiring market during those years.

A dramatic downward level shift occurred in 2020's Q1. There is very strong evidence to suggest this is COVID-19 driven. Its scarring effects continued across the following two quarters, with an additive outlier (AO) designation tagged in 2020 Q3.

Table 2. Distribution of Multiple Jobholders by Industry of Secondary Job (2002 Q1, 2020 Q3)

RANK	INDUSTRY OF SECONDARY JOB	2002	2020
1	Health Care	14%	17%
2	Leisure & Hospitality	18%	16%
3	Retail	16%	14%
4	Education	12%	14%
5	Business Services	8%	9%
6	Public Administration	8%	7%
7	Professional Services	3%	5%
8	Mining/Construction	3%	4%
9	Utility/Transport/Warehousing	3%	4%
10	Other Services	3%	3%
11	Financial	4%	3%
12	Manufacturing	4%	3%
13	Wholesale Trade	2%	2%
14	Information	3%	1%

Figure 4. Total Multiple Jobholders - Seasonally Adjusted and Unadjusted (2002 Q1 – 2020 Q3)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

VII. Multiple jobholding rate of Utah's labor force

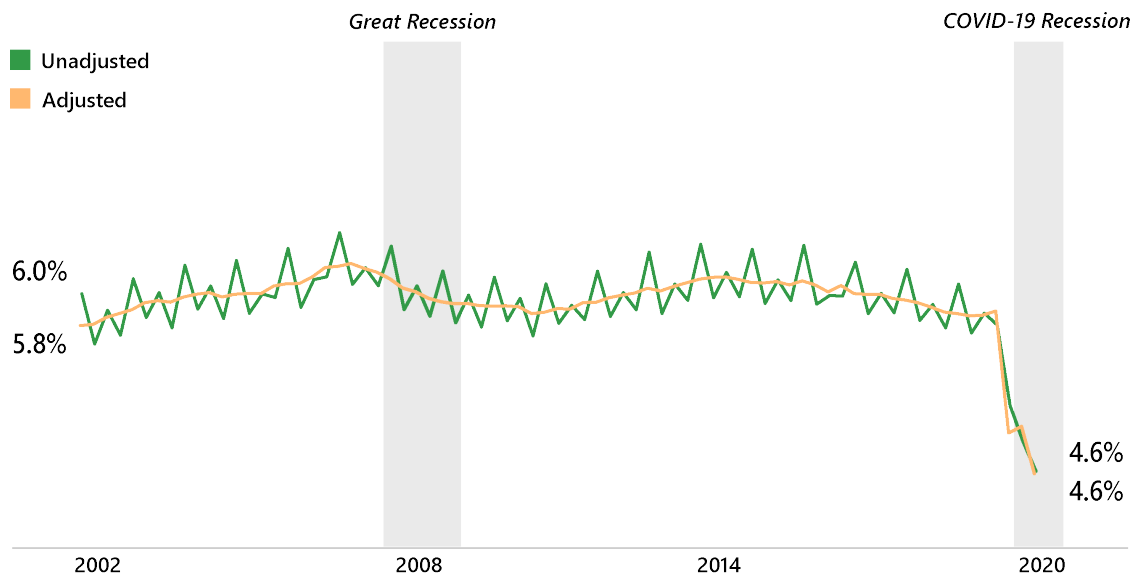
The multiple jobholding increases in Figure 4 are largely only gains proportional to the overall increase in Utah payroll jobs. Figure 5 controls for overall payroll growth by measuring the percentage of multiple jobholders compared to total employment. The multiple jobholding percentage has remained relatively consistent across the past 20 years.

The level shifts and data outliers seen in Figure 4 have disappeared. This suggests that overall employment growth is the prime driver behind Utah's overall multiple jobholding increases. Figure 5 still emphasizes the downward level shift seen in 2020. Multiple jobholding has been impacted particularly hard during the pandemic compared to primary job counts.

The seasonally-adjusted multiple jobholder trend generally matches the boom and bust of the Great Recession and the recovery afterward. Following a peak in 2007, the multiple jobholding percentage decreased during the Great Recession. It troughed around 2011 and thereafter began another ascent as the economy improved. But then it began decreasing again in 2015, never having surpassed the prior 2007 peak. This decline after 2015 does not track with that period's overall economic expansion.

To further study the general trend of multiple jobholding and seasonality, regression modeling was built to explore the labor supply and demand dynamics. These will be explored in the next section.

Figure 5. Multiple Jobholding Rate of Utah's Labor Force (2002 Q1 – 2020 Q3)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

Pro-cyclical behavior of Utah multiple jobholding

I. U-6 unemployment vs. total multiple jobholders

A linear regression was constructed including Utah's U-6 unemployment rate and its multiple jobholding rate. The α (alpha) and β (beta) coefficients found are shown, along with the t-values. The β coefficient was statistically significant. This indicates a slight negative correlation between Utah's U-6 unemployment rate and multiple jobholders. When unemployment is high, there are fewer multiple jobholders.

Regression equation i

$$(\Delta U6)_{T+1} = \alpha + \beta * (\Delta TSEM JH)_T$$

	0.32972	-0.01750
	(0.10578)	(-2.290)*

II. Job postings vs. total multiple jobholders

A second linear regression was constructed to examine the relationship between Utah job postings and multiple jobholders. The α and β coefficients are shown. Here, the β coefficient is statistically significant, with $t = -2.076$. This indicates a negative correlation between job postings and multiple jobholders. Therefore, during periods when labor demand was high with increased job postings, the number of multiple jobholders decreased.

Regression equation ii

$$(\Delta BG)_T = \alpha + \beta * (\Delta TSEM JH)_T$$

	6.3865	-8.5714
	(27.978)	(-2.076)*

Wage information of Utah's multiple jobholders

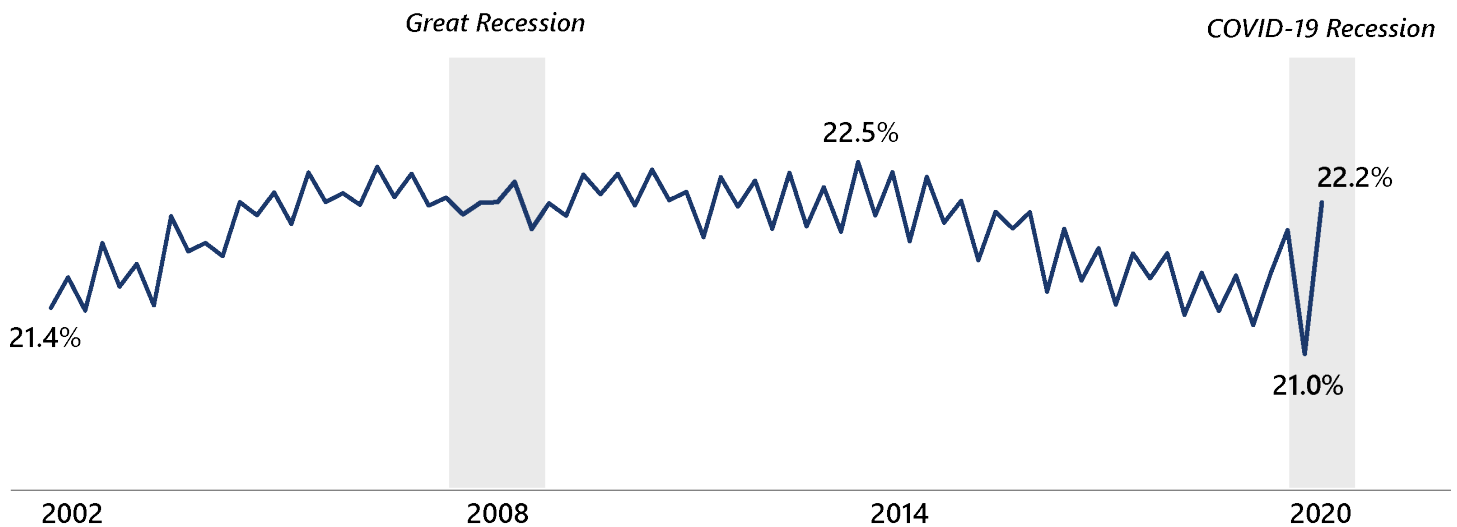
I. Proportion of total wages earned from secondary job over time

The UI payroll wages through the earnings of identified multiple jobholders are examined, looking at both their primary job earnings and their secondary job intake. The percentage of total wages that come via a second job can speak to the impact that a second jobholding augments for both individuals and the economy.

The long-term average is relatively stable over time, remaining between 21.0% and 22.5% throughout the period investigated (Figure 6). For the vast majority of second jobholders, the wages from their second jobs increase their earnings by just over 20%.

The shape of the wage percentage profile in Figure 6 is similar to the shape of the total multiple jobholding percentage in Figure 5. This suggests a strong correlation between the two factors.

**Figure 6. Proportion of Total Wages Earned from Secondary Job by Quarter
(2002 Q1 - 2020 Q3)**



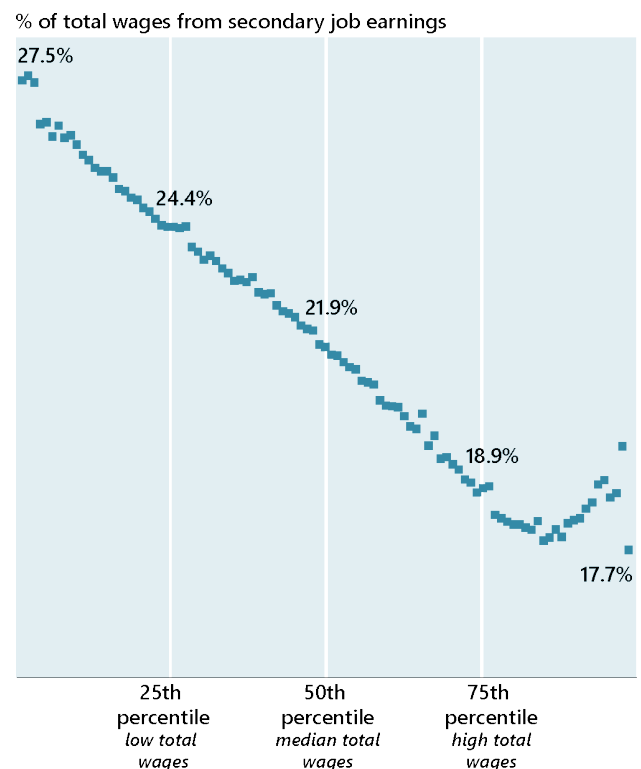
Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

II. Proportion of total wages earned from secondary job by wage percentile

Figure 7 shows the percentage of total wages provided by the secondary job by the increasing total wage percentiles of the primary job. This shows a distinct trend, with workers having the lowest total primary-job wages gaining a higher percentage of total wages from their secondary job—up to 27.5%, while workers with the highest total primary-job wages earned an average of around 18% of their overall income from their secondary job.

The inflection point at the end largely speaks to people who are holding a second job, not for the necessity of augmenting their wage earnings, but instead for an opportunity too good to pass up, or just because they have a non-economic desire to hold a second job. For example, this could be higher-educated people who have adequate earnings at their primary job but are interested in teaching a course or two at a local college. This job isn't a need for their earnings but is instead a fulfilling outlet for their talents and knowledge base.

Figure 7. Proportion of Total Wages Earned from Secondary Job by Wage Percentile (2002 - 2020)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

III. Average total wages of multiple jobholders by wage percentile

Figure 8 examines the average total wages from both primary and secondary jobs for all multiple jobholders by percentile. Historically, approximately 55 percent of all multiple jobholders made less than \$10,000 each quarter (\$40,000 annually) from both their primary and secondary jobs.

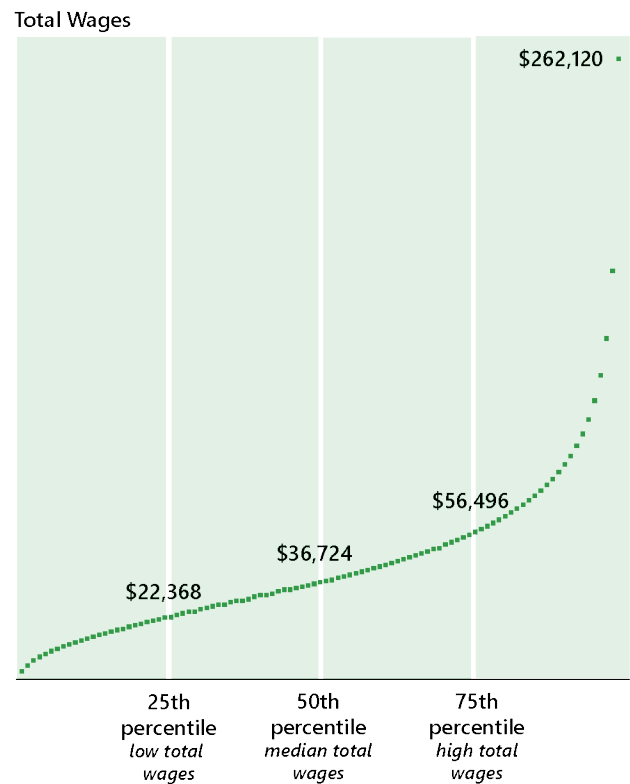
Continuing on, up to 80% of multiple jobholders made \$80,000 or less between their two jobs. The line takes a rapid turn upward to end at a combined annual wage earnings of just over \$260,000.

Utah’s total multiple jobholding by industry and wage bracket

I. Industries for primary and secondary jobs of multiple jobholders

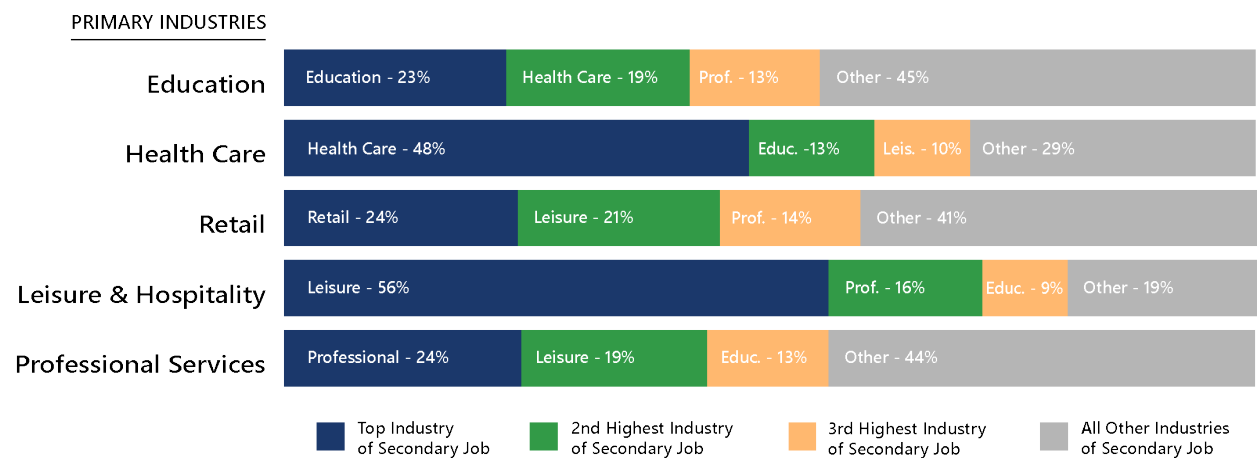
Figure 9 depicts the industry flows between primary and secondary jobs. Specifically, for workers within each primary job industry, the graph shows the industry designation of their secondary job. In many industries, the most common multiple jobholding scenario is to hold a secondary job in the same industry as the primary job. Workers with more than two jobs in the same field are only a majority in two industries: leisure and hospitality and health care.

Figure 8. Average Total Wages of Multiple Jobholders by Wage Percentile (2002 - 2020)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

Figure 9. Top Industries for Secondary Jobs Grouped by Top Industries of Primary Jobs (2020 Q3)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

II. Secondary wages grouped by primary industries of multiple jobholders

Figure 10 visualizes the industries that employees hold as their primary job and the wage earnings they make in their second job. Nearly three-quarters of all secondary wage earners are generating an additional annual income of \$15,000 or less.

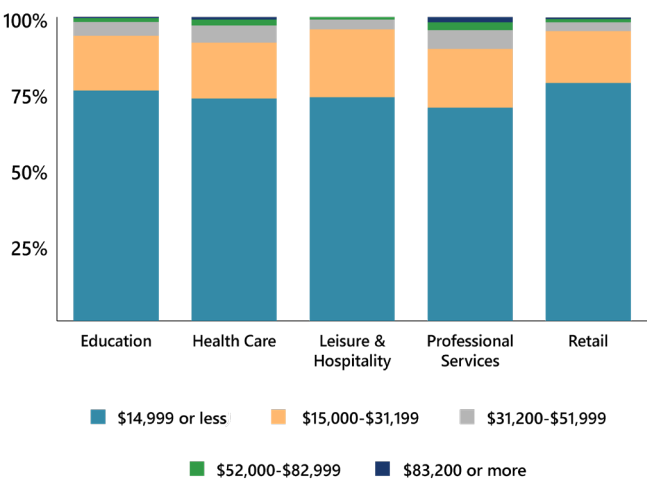
II. Secondary industries grouped by primary wages of multiple jobholders

In Figure 11, multiple jobholders are classified by earnings at their primary jobs. From there, they are tracked to the industries where they engage in their second job.

The lowest primary job wage earners segmentation—those making less than \$15,000 on an annualized basis—accounts for about 15% of all multiple jobholders. The final segmentation contains those who make more than \$83,000. These account for around 10% of all multiple jobholders.

Leisure and hospitality, education, health care and professional services are prime secondary industries from all wage segmentations.

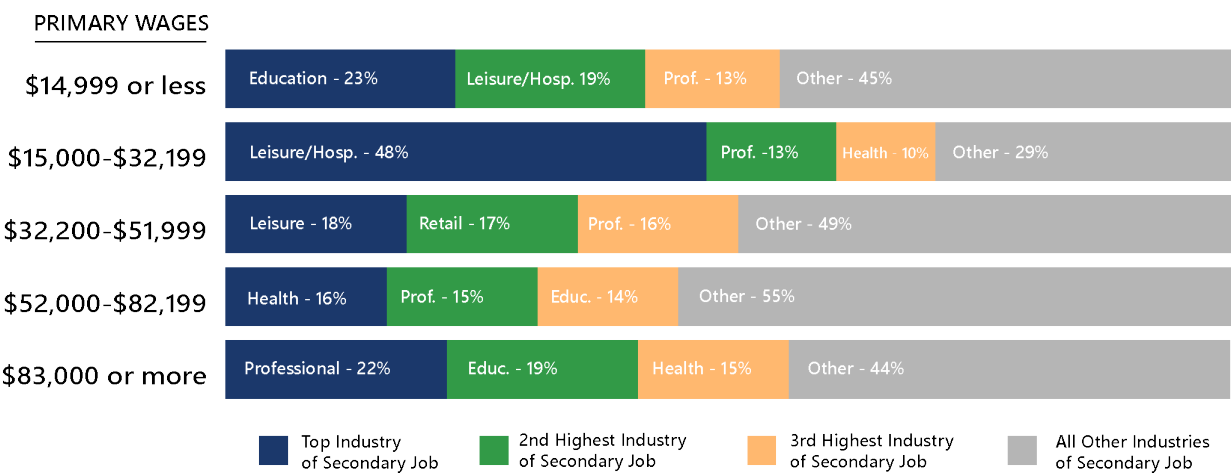
Figure 10. Secondary Wages Grouped by Top Primary Industries (2020 Q3)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

An additional observation of the wage/industry relationships is that the wage segmentations between \$15,000 and \$83,000 are from major industries employing many who work there for their secondary jobs, including leisure and hospitality and retail industries.

Figure 11. Top Industries for Secondary Jobs Grouped by Primary Jobs Wages (2020 Q3)



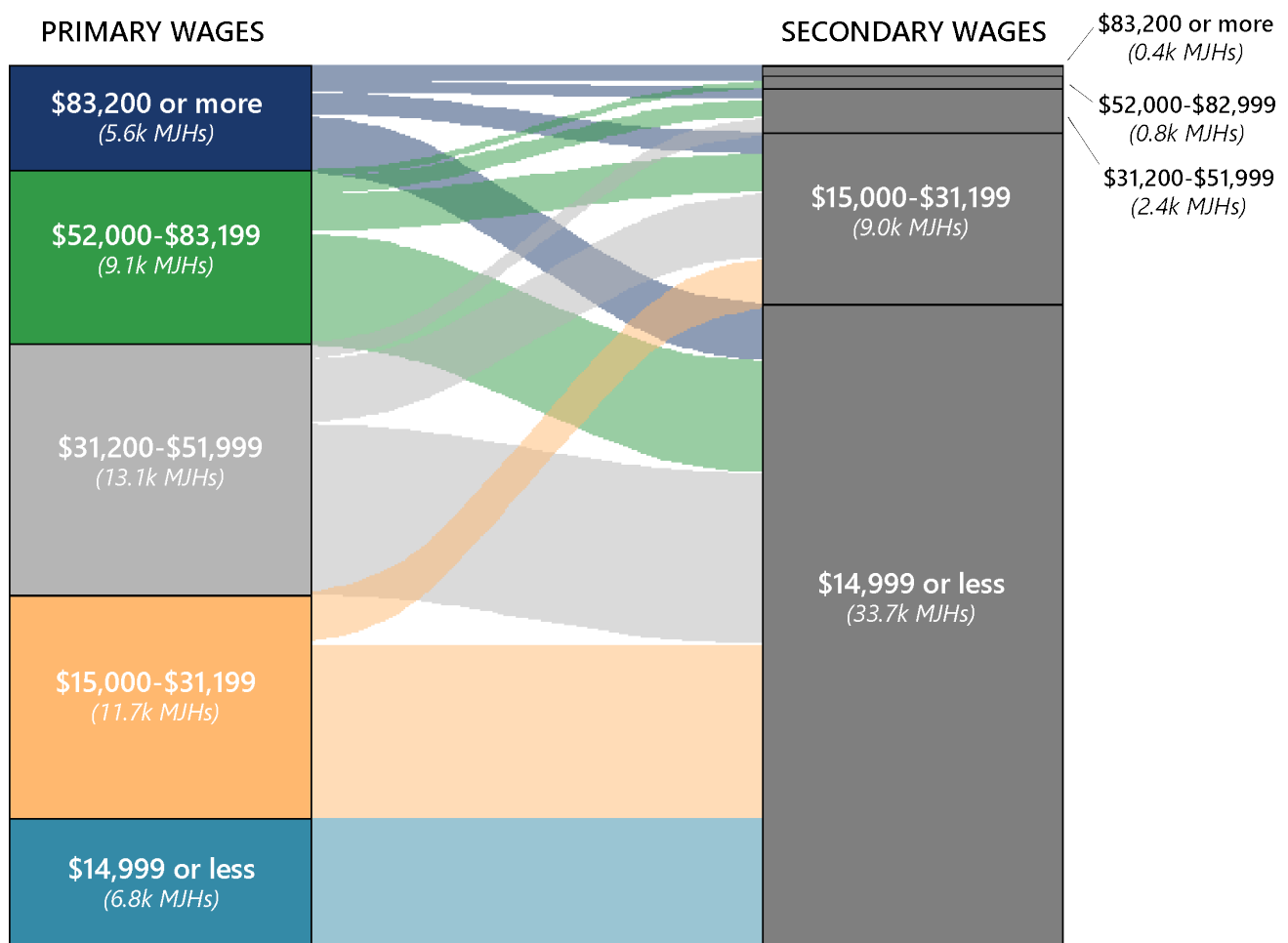
Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

IV. Patterns of primary and secondary wages for multiple jobholders

Figure 12 segments both the primary and secondary jobs by wage intervals. The vast majority of all secondary job earnings are in the wage segmentation where annualized earnings are the lowest—below \$15,000. This is largely a non-surprising outcome as most secondary jobs are held as a supplemental job. Higher skills and higher education are found to be the drivers of increasing income supplementation, even if it is for a small increase, through a secondary job.

It is a generalized economic trait that the more education and/or skills training one has, the more income one earns because of those qualities. If a primary worker has advanced skills or education, it can be assumed this carries the possibility that some individuals may generate sufficient earnings from a secondary job, even if it is part-time work. This is observed in the upward migration through the increasing primary wage intervals. The more one progresses in the primary wage segmentations, the more splitting into higher secondary wage intervals is observed.

Figure 12. Patterns of Primary and Secondary Wages for Multiple Jobholders - MJHs (2020 Q3)



Source: Utah Department of Workforce Services, Unemployment Insurance Wage Records

Discussion

Data Limitations

Although the UI tax system includes more than 90 percent of the Utah workforce, it does not include military, federal or self-employed individuals. It also does not include certain large institutions such as the Church of Jesus Christ of Latter-Day Saints. There may be individuals who are multiple jobholders but are not included in this report because their employer is not required to report to the state's UI system.

Data reported into the UI system does not include information about the number of hours worked or an hourly pay rate. Only total wages earned across a calendar quarter are provided. It is not possible to segment workers by part-time or full-time status. Therefore, our primary job determination depends upon the total wages earned in a calendar quarter rather than the hours worked.

No job worksite information is included in the UI tax system. If people hold multiple job titles across different departments/divisions with the same employer, the UI tax system only has one entry of their wage information. Similarly, if people work multiple shifts for the same employer but across different worksites, the UI tax system still counts it as a single job.

Data Insights

Multiple jobholding is not an extensive undertaking within the Utah labor market. Holding a second job accounts for around 6% of Utah's payroll base and has held around such, with some fluctuations, for the past 20 years. In contrast, the national multiple jobholding percentage is estimated at around 5.2% and has been declining to that level across the past 20 years. There has been a recent downward trend in Utah's percentage across the past five years, but it is yet to be determined whether this is a permanent move or just part of a subtle series of ups and downs.

The number of Utah workers holding a second job has increased by nearly 50% across the past 20 years, numbering nearly 60,000 individuals just prior to the COVID-19 pandemic.

During the pandemic itself, the number declined to 12,000 secondary jobs. This is believed to be a



temporary phenomenon and that the quantity of second jobholding will spring back after the COVID-19 shadow has ended.

Although the number of second jobs has increased over the past 20 years, the increase has only been to the effect of maintaining the overall percentage of Utah second jobholding around the 6% level.

The relative steadiness of this overall percentage implies that multiple jobholding in Utah operates at a largely fixed level.

Movements prior to 2015 suggest a trend correlated directly with economic expansion. As the economy improves and job openings and job counts increase, the opportunity to hold a second job increases. More jobs become available, therefore the opportunity to engage in a second job increases.

However, that conclusion may be in the initial stages of weakening. Utah's multiple jobholding has recently trended downward. This is occurring while the overall Utah economic environment has improved. It is possible this downward trend may result from a structural change in the employer-employee relationship. There has been some recent shifting away from payroll employment and toward contract employment (e.g., the rise of gig work such as Uber, Lyft, DoorDash, and Airbnb hosts). These arrangements might convert secondary jobs from payroll jobs to self-employment and thus off the UI payroll reporting records.

The decline after 2015 is additionally puzzling in that one of the characteristics of the post-Great Recession's shadow was the lethargy of wage growth. Wage recovery was only half of what was seen in all other

recession recoveries. Wage growth for close to six years after the Great Recession was historically sub-par. One might think such sluggishness would be a spur for increasing second jobholding as additional wage income might be needed to supplement primary job wages. However, the opposite is seen in the post-2015 time frame with secondary jobholding on the decline.

The 2008-2009 Great Recession with its lingering shadow and the ongoing COVID-19 recession both coincide with reductions in total multiple jobholders. However, the impact on multiple jobholding during COVID-19 is more severe. Total multiple jobholder counts dropped by over 12,500 between 2020 Q4 and 2021 Q3. In addition to the cyclical economic multiple jobholding behavior, there is also a visible seasonality in multiple jobholding, with maximum multiple jobholding occurring in each year's Q1 and a smaller peak appearing in Q3.

All industry sectors have workers engaged in a second job, whether in that same industry or not. Health care and education are the industries where the largest portion of multiple jobholders hold their primary job—each at 17% in 2020. This is followed by retail and education, each with 14% of multiple jobholders working in those industries.

While there is a relatively large spread of industries where multiple jobholders hold their primary job, their secondary jobs are more concentrated in select industries. The most targeted industries where workers look for a second job are in health care (17%) and leisure and hospitality (16%), followed by education and retail each at 14%.

Does the need for supplemental earnings drive the amount of multiple jobholding?

If one ties this question to what was learned in Figure 7, the unfortunate answer is it remains unknown. In the pre-2015 environment, one could say yes. Leading up to the Great Recession, secondary job earnings as a percentage of overall earnings increased as the economy grew. As job opportunities increase and workers take on more second jobs, secondary earnings become a larger part of people's overall wage earnings. During the Great Recession itself and its immediate shadow, secondary job earnings held even as a share of overall job earnings. In 2015 and thereafter, secondary

earnings decreased as a share of overall wage earnings. Economic opportunities increased in that period yet multiple jobholding declined, and correspondingly secondary wages as a percentage of overall wages also declined.

Workers with the lowest total primary-job wages gather a higher percentage of their total wages from their secondary job—up to 27.5%.

Workers with the highest total primary-job wages earn an average of around 18% from their secondary job. The highest levels of the primary-wage distribution show a marked uptick. This expresses that these earners are not holding a second job for the necessity of augmenting their wage earnings. They either engage in an additional job opportunity too good to pass up, or because they have a non-economic desire to hold a second job. For example, this could be higher-educated people with adequate earnings at their primary job but are interested in teaching at a local college. This job isn't a need for their earnings but is instead a fulfilling outlet for their talents and knowledge.

Primary jobholders in any industry can go to any other industry to find a second job. Largely, only leisure and hospitality, health care and social assistance show a trend of workers having their primary and secondary jobs in the same industry. Otherwise, there is no outstanding trend or distinguishing ties between any primary and secondary job industries. The existing relationships are complex and speak to the driving influence of individual opportunities and the resultant choices when primary and secondary job industries are similar or identical.

Most people take a second job to supplement their income. This action comes from people whose primary jobs are across all industrial spectrums. How much supplemental income one needs or will accept depends upon each individual situation. Although all choices are individual, the data shows emerging collective outcomes. Nearly three-quarters of all secondary wage earners are generating an additional annual income of \$15,000 or less. Close to another 20% of secondary wage earners have additional earnings between \$15,000 and \$31,200. Altogether, this encompasses 92% of all second income earners who have secondary incomes of up to \$31,200.

One might surmise that the majority of people who take a secondary job would be those at the lowest stratum of primary job wage earnings, as low earnings might be the major incentive or necessity to take a second job. However, that is not necessarily the case. The percentages of those holding a second job based upon the selected annual wage intervals of their primary job are the following:

ANNUAL WAGES OF PRIMARY JOB	DISTRIBUTION OF MULTIPLE JOBHOLDERS
\$14,999 or less	15%
\$15,000 to \$31,199	25%
\$31,200 to \$51,999	28%
\$52,000 to \$83,199	20%
\$83,200 or more	12%

Two large primary job wage segments produce the most secondary jobholding. They are the second and third stratum among an ascending five-stratum primary wage scale. The most prevalent stratum contains those with annual earnings between \$31,200 and \$52,000. This is nearly equaled by those annually earning between \$15,000 and \$31,200. Together, these two wage segmentations make up half of all multiple jobholders. Add in a third segment who have primary annual wage earnings between \$52,000 and \$83,200 and it now encompasses over two-thirds of all Utah multiple jobholders.

The vast majority of all secondary job earnings are in the wage segmentation where annualized earnings are the lowest—below \$15,000. This is largely a non-surprising outcome as most secondary jobs are held as a supplemental job. It is a generalized economic trait that the more education and/or skills training one has, the more income one earns because of those qualities. If a primary worker has advanced skills or education, one assumes this carries the possibility that some may generate sufficient earnings from a secondary job, even if the secondary job is part-time. An upshot of such possibilities is observed upward through the increasing primary wage intervals.

Conclusion

In-depth information about Utah's multiple jobholding is lacking, which is the reason that this study was undertaken. The Utah Unemployment Insurance (UI) system has an extensive administrative database on payroll employment, and was able to provide deeper information about Utah's multiple jobholding trends. Profiling individual worker demographic details in this study was not possible since that information is not required to be reported to the state's UI system. However, multiple jobholding industry flows and earnings bracketing were possible to provide in this report.

In Utah, multiple jobholding occurs with roughly 6% of all payroll wage earners. All industry sectors have workers engaged in a second job, whether in that same industry or another. In 2020, the most targeted industries for workers holding a second job were in health care (17%) and leisure and hospitality (16%).

Primary jobholders find second jobs across the entire industry spectrum, but there are some noticeable links where the industry of the primary jobholder is also the industry in which they find a second job. This linkage is not a given, but the primary industries where there are noticeable links within the industry include education, health care, leisure and hospitality, professional services, and retail.

With the rise of remote working in the past decade, people in Utah may have jobs both in and outside of the state while living in Utah. Later studies may discover such multiple jobholding patterns that cross the state border. Additionally, other research outlets could link Utah's multiple jobholders with demographic information currently not available through the state's UI reporting system.

Further insights into remote work and demographics would provide additional understanding behind Utah's multiple jobholders and their role in the state's labor force.

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